

I. VACANCY LIST

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WALB-TV
EEO PUBLIC FILE REPORT
December 1, 2020 – November 30, 2021

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Gray TV 4370 Peachtree Road Atlanta, GA 30319 470-225-5429 Url: https://gray.tv/careers	N	10
2	Medialine 1209 Wood Valley Rd. Augusta, GA 30909 706-364-7564 Email: medialine@medialine.com Rich Everitt	N	
3	TVJobs.com P.O. Box 4116 Oceanside, CA 92052 800-374-0119 Email: admin@tvjobs.com Mark Holloway	N	
4	Indeed 6433 Champion Grandview Way Bldg. 1 Austin, Tx 78750 https://www.indeed.com	N	12
5	Employee Referral	N	14
6	On-Air – WALB open Positions WALB 229-446-4025 Mike.leach@walb.com Mike Leach	N	
7	WALB website 1709 Stuart Ave Albany, GA 31707 229-446-4005 https://gray.tv/careers#currentopenings	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	UGA/GAB Career Fair University of Georgia 6 West Druid Hills Drive, NE, Suite 330 Atlanta, GA 30329 Bob Houghton, President GAB 770-395-7200 www.gab.org	N	
9	Albany Chamber of Commerce 225 W. Broad Ave. Albany, GA 317014 229-434-8700 Sara Hall http://business.albanyga.com/Jobs	N	
10	Georgia Department of Labor 1608 S. Slappey Blvd. Albany, GA 31701-2632 229-430-5010 Sandra Clayton https://dol.georgia.gov https://employgeorgia.com	N	
11	Handshake https://app.joinhandshake.com	N	
12	Albany State University 504 College Drive Albany, GA 31705 229-500-2000 Connie Williams -Career Services Director https://www.asurams.edu	N	
13	Purple Briefcase https://app.purplebriefcase.com Valdosta State University 1500 N. Patterson St. Valdosta, GA 31698 229-332-5000	N	
14	University of Central Florida 4000 Central Florida Blvd. Orlando, FL 32816 407-823-2000 https://www.ucf.edu Steven Neel, Instructor	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Savannah State University 3219 College St. Savannah, GA 31404 912-325-4778 https://www.savannahstate.edu Dr. Serajul E Bhuiyan – Instructor	N	
16	University of Georgia Grady College of Journalism and Mass Communication 120 Hooper Street Athens, GA 30602 706-542-0302 https://www.uga.edu https://www.grady.uga.edu Maria Cooper – Journalism Academic Advisor macooper@uga.edu	N	
17	Alabama State University 915 S. Jackson St. Montgomery, AL 36104 334-229-4100 https://alasu-csm.symplicity.com/employers A David Okeowo – Chairman of Dept of Communications	N	
18	Mike Smith Director of Talent Recruitment and Retention Mike.smith@gray.tv 850-545-9195	N	
19	National Association of Black Journalists (NABJ) 1100 Knight Hall, Suite 3101 College Park, Maryland USA 20742 Kenya Stewart – Director of Communications kstewart@nabj.org Veronique Dodson – Director of Membership vdodson@nabj.org	N	1
20	National Association of Hispanic Journalists (NAHJ) www.nahj.org	N	
21	Asian American Journalists Association (AAJA) www.aaaja.org	N	
22	Other – Word of Mouth	N	4
23	Non-Employee Recommendation	N	

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	No. of Station Participants	Participant Title
1	02/10/2021	Participate in Job Fair	WALB participated in the GAB/UGA VIRTUAL Career Day 2021.	1	Assistant News Director
2	02/22/2021	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	WALB spoke to internship class at Albany State University to students interested in Broadcasting careers.	1	Assistant News Director
3	2/23/21 to 03/09/21	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	WALB provided a link that allowed WALB to create an exhibit to publicize employment, internship or graduate school opportunities to ABVAC students.	1	Assistant News Director
4	03/25/21	Sponsor Events in the Community Designed to Inform and Educate as to Employment Opportunities in Broadcasting	WALB anchor hosted a VIRTUAL event which is part of a multiyear initiative, featuring a series of community conversations that explore the essential role that the humanities and journalism play in creating an informed community.	1	News Anchor
5	04/08/21	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	WALB presented a power point presentation to the UAF students on how to build their journalism careers.	1	News Director
6	05/11/2021 to 06/10/2021	Provide Training to Management Level Personnel "Foundations in Diversity, Equity and Inclusion"	Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to	2	Engineering Director and General Sales Manager

			<p>mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.</p>		
7	08/19/21 & 08/20/21	Participate in Events or programs sponsored by Education Institutions relating to Careers in Broadcasting	<p>The National Association of Black Journalists (NABJ) and the National Association of Hispanic Journalists (NAHJ) hosted a joint virtual conference and career fair due to the Coronavirus. WALB participated in the career fair each day as a recruiter on behalf of Gray Television.</p> <p>The News Director interviewed several both professional and student journalists.</p> <p>Those interviews included reviews of their resumes, bodies of work (video reels and writing), and interest in potential positions at stations within Gray Television. Details from those interviews was then shared with other News Directors and news department hiring managers across the company for recruiting purposes.</p>	1	News Director
8	Ongoing	Broadcasting of outreach Recruitment to local organization's regarding job openings	<p>WALB airs the below promo recruiting organizations who would like to receive job openings</p> <p>WALB is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. We encourage qualified community organizations to become part of this full-time job</p>	2	Marketing Director and Office Manager

			<p>opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information, or can provide referrals as part of your regular activity, we would like to hear from you. Send your request to Human Resources, WALB News 10, PO Box 3130, Albany, GA 31706"</p>		
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